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TEAMSTER CONVOY DISPATCH

109



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1994 #132

Employers Fail to Bust Contract

Freight Teamsters Stand Tall

"They set out to bust the master freight agreement, and we didn't let them do it."

— Dennis Huss, ABF dock Teamster, Springfield, Ill., Local 916

The freight strike of April 1994 was a proud chapter in Teamster history. The solidarity of 70,000 strikers defeated an employer move to gut the National Master Freight Agreement and eliminate tens of thousands of good union jobs.

It was a strike against employer aggression. The contract does not contain big gains. But in terms of taking a stand against the destruction of union jobs, it was a powerful statement on behalf of all American workers.

The trucking employers and especially Trucking Management Inc. (TMI) were out to break our contract. "The NMFA is too much of a burden for the industry to endure," TMI's basic document stated. They said they could no longer operate without the "flexibility" of low wage part-timers, unlimited raiting, and use of owner-operators. For two years, they told us our standards are a thing of the past, and spent millions trying to convince us to go along.

Just one of their demands—to eliminate 24% of dock jobs with \$9 an hour part-time labor—would have killed up to 15,000 good union jobs. (There are 120,000 under the contract, about half of them dock jobs.) Other demands would have eliminated thousands more jobs, such as their demand to use owner-operators, or "shiny wheels," for so-called overflow freight, and their demand to close terminals and then use their nonunion divisions to deliver freight.

They forced a strike, even though they risked downsizing the companies and losing billions in revenue. They were willing to take their Teamster employees as economic hostages, because a loss of business means a loss of jobs. That's more than the usual corporate threat.

There is no doubt they were encouraged to take this stand by the old guard officials inside our union. The employers judged that they could divide us to defeat us. The old guard officials, ever-friendly to corporations,

were even more so in their anti-Carey frenzy.

The employers and the old guard came together to try to force a vote on their March 31 take-it-or-leave-it "final offer." Their goal was not to pass it—they knew they couldn't—but to divide us, and to get some locals to scab.

They misjudged. Divisions hurt us, but we struck together. We held firm for 24 days, and blew their big concessions right off the table. When TMI finally saw we would not be divided, they were forced to bargain, and a settlement was reached on April 28.

The employers did get expanded railing language, but the union got protections for all affected members. We took a hit in losing the right to strike over grievances. But we held our ground, and preserved the contract.

We won "innocent till proven guilty" and other new rights. We won the highest benefit money ever, and new pension improvements. (Central States freight Teamsters will now get 30-and-out at \$2,500, and an extra \$100 for each additional year of service up to \$3,000.)

Negotiating committee member Tom Griffith of Harrisburg Local 776 advocated continuing the strike to fight for more. But most felt it was as much as we could win, given the balance of forces in the struggle.

Now the old guard are telling us it was all for nothing. After they tried to divide our strike, and told us we should accept the part timers and other concessions, they are now whining that we could have defeated corporate aggression without a strike. Apparently in this logic the trucking corporations lost a billion dollars in revenue just for the fun of it, and if Ron Carey had just gone golfing with them, then they would have pulled the part timers and other concessions off the table!

The truth is, these are the same people who sat back for a decade and did absolutely nothing while the big carriers grew nonunion subsidiaries, like Con-Way, till they became huge. The truth is, if the old guard were still in power, we would have been stuck with the employers "final offer."



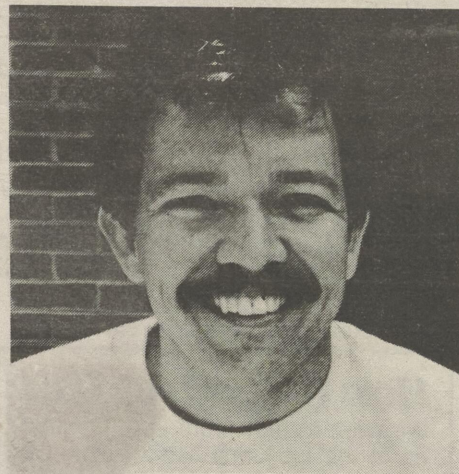
Over a thousand Teamsters from Columbus, Ohio, locals 413 and 284 rallied at the statehouse on April 13 to support the strike and to defend 36 of their brothers who were arrested for exercising their free speech rights on the picket line.

That's why TMI announced their support for the old guard on April 22, in the midst of our strike. Because the employers know who their friends inside our union are.

Teamster solidarity surprised truck-

ing management and beat the concessions. Teamster solidarity preserved full-time jobs and saved the NMFA.

We took on corporate greed and we held our own. We can all be proud of that victory.



CARL'S BACK!

Carl Richardson was unjustly fired by UPS in late February after refusing to lift over-70 lb. packages without assistance. Thanks to the solidarity and support of Roanoke, Va., UPS Teamsters and their families, Carl won his job back with full back pay. See story page 2.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

Solidarity Campaign Wins UPS Steward's Job

CARL'S BACK!

When UPS management fired steward Carl Richardson in February, they took on more than a good steward. They faced a solidarity campaign mounted by Carl's family, friends, Roanoke UPS Teamsters, and TDUers from Baltimore to South Carolina.

The solidarity campaign dogged UPS for eight weeks during Carl's unjust firing. The campaign held up Carl's case as an example of the hazards UPSers encounter on the job and the extremes UPS is willing to take to silence a steward who was upholding the temporary agreement on over-70 pound packages. The organizing paid off.

On April 19, an arbitrator ruled in Carl's favor and ordered him reinstated to his job with back pay. The struggle to expose UPS management for retaliating against an active steward was won!

"I've had a lot of help from so many people," said Carl. "How do you thank all those people?"

The temporary agreement signed by UPS in settlement of our February 7 strike gives UPS Teamsters the right to get help from another bargaining-unit

member when handling over-70 pound packages. Because of the imminent danger such packages pose, the International union also supports the right to refuse to handle such packages if proper help is not provided. The temporary agreement remains in effect while negotiations continue.

During a heated meeting on Feb. 21 attended by the Local 171 president, six shop stewards, and various UPS bigshots, labor relations manager Dwight Barrickman insisted that drivers had to handle packages with customers' help. Barrickman warned Carl that he'd be dealt with later.

Five days later, Carl was fired for allegedly taking too long at a stop—"stealing time." Barrickman and center manager Troy Bower, spying with binoculars, claimed to have witnessed Carl sitting in his truck for 35 minutes at the Wax Museum at Natural Bridge. They continued to follow him and spy on him at a restaurant where he normally stops for lunch.

Four UPS customers employed at the restaurant and museum traveled three hours to testify for Carl at his grievance hearing. Management could

not dispute testimony that Carl was working in his truck straightening packages for part of the time at the restaurant. More embarrassing was testimony that Carl was inside the wax museum waiting on a payment check and talking on the phone with another manager at his center!

The battle cry in Roanoke has been "Bring Carl Back!" His firing caused UPSers to put signs of protest in their car windshields in the UPS parking lot. Protest demonstrations ensued in front of the Roanoke center, the first staged by Carl's wife, Anita, and their two young children. Later, weekly demonstrations included the families of many UPSers. (See *Convoy Dispatch*, April '94 #131.) TDUers from Virginia and the Carolinas leafletted fans attending the NCAA Final Four in Charlotte.

Local TV and newspaper coverage helped promote public sympathy for Carl and his family and brought awareness to the plight of other UPSers who were being intimidated into lifting overweight packages, in some cases getting injured.

"We all did this together," said Anita, "but the real problem is still there: the unsafe conditions surrounding the handling of over-70 pound packages. Negotiations are still going on and we have to keep up the pressure on UPS. We can't wait for someone else to be hurt or fired. UPSers, family members and customers all need to get involved."

Carl's return to work on April 25 was treated predictably by management. He was made to start earlier than normal—to minimize driver unity—and he had a supervisor ride with him. He didn't complain, just smiled and did his usual good job.

Carl's return to work was a triumph for Roanoke Teamsters. And it provides support to all UPS Teamsters who are abiding by the temporary agreement while negotiations continue. Our backs and our futures are on the line.

Roanoke UPSers, Families Stage Protest Rally at Area Mall

More than 30 Local 171 UPSers, spouses and children armed with leaflets and sporting "WARNING" T-shirts that depict a 150-lb. package crushing a UPS delivery person, demonstrated for two hours at a mall in Roanoke, Va., Easter weekend. The demonstration was organized to bring public awareness to the unsafe working conditions at UPS since the implementation of the new 150-lb. weight limit, and to protest the unjust firing of shop steward Carl Richardson.

Linda Webb, one of the organizers of the demonstration and a spouse, said, "It was a big success! We all gathered at the mall and just walked in a large group wearing the WARNING T-shirt (see ad page 3). People were curious about what we were doing, and we explained how UPS was forcing unsafe working conditions on its workers by instructing them, and sometimes customers, to lift unsafe, overweight packages. Everyone we met was very sym-

pathetic."

Local television ran the story on the 6 p.m. news. Two UPS drivers, who expressed fear of being fired, were not identified and the camera was focused on their T-shirts during the interview. The viewing public reacted with disbelief that workers protesting over health and safety conditions had to fear being fired.

"I feel that this was a terrible thing for UPS to impose the 150-lb. weight limit and to fire Carl," said Webb. "But it has been good for the union in one respect because members have come together as never before. Whoever said that you could not take on UPS and win was wrong!"

Similar actions need to be expanded across the country as negotiations over the 150-lb. weight limit continue.

These demonstrations give support to our negotiating committee. Call TDU at (313) 842-2600 to help organize activities in your area.

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How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawwoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

UNITED PARCEL SERVICE

Bargaining Continues on Over-70's

Progress Made on Premium Service Work Rules

Some progress has been made on work rules for Premium Service (3-Day Select) operations, with initial "guidelines" published and distributed to UPS local unions.

Although hearing its caseload of grievances was the primary focus of the quarterly UPS National Committee meeting in early April, the union gave the company a set of proposals for the continuing negotiations on over-70 pound packages.

The union continues to insist that bargaining unit members maintain control of their own personal safety when confronted with over-70 pound packages and that there be a special operation to handle the bulk of the over-70s.

Meanwhile, the original temporary agreement signed by UPS in settlement of our February 7 strike continues to be in full effect. The pressure we are putting on UPS by sticking to the temporary agreement is aiding the union's bargaining position. Let's keep it up,

follow the temporary agreement, and file grievances and "incident reports," as appropriate.

Premium Service Work Rules

A two-page set of initial workrules for Premium Service operations under the new Article 43 is in effect. Copies were handed out to BAs and union officials at a workshop on new language in the Master Agreement sponsored by the International union in March.

The work rules are titled, "Guidelines for Scheduling and Start-Up of New UPS Layover Feeder Drivers."

The guidelines cover when layover drivers may be used, hours, gate-to-gate mileage pay, and what duties for hourly pay may be assigned to fill out 10 hours on mileage jobs not scheduled to equal 10 hours.

The guidelines also cover holidays, personal holidays and paid-for sick days (in accordance with applicable

supplements); the bidding of layover jobs (among regular origin feeder jobs as per local procedure and work rules); breakdown time (at the local hourly feeder rate); hotel, lodging and impassable highways; and other issues.

The new work rules are intended to be a "dynamic" document, meaning

that the National Committee will continue to monitor the development of this new service, and develop further work rules as needed.

For a copy of the guidelines, contact your local union or TDU (free to TDU members; others please include a donation).

Senate Delays Section 211 Vote

Several weeks ago UPSers were called into meetings on company time and given one-sided presentations on Section 211, an obscure amendment to the Federal Aviation Act. They were then asked to sign letters to their Senators in support of the amendment. Many employees signed the letters out of fear of company retribution.

UPS was trying to rush this amendment through the Senate before anyone caught on. Section 211 would exempt UPS and other big companies with an air carrier component from state regulation, thereby giving them a competitive edge over small and medium-sized motor carriers.

The scope of Section 211 is not clear and could be interpreted as foreclosing states not only from licensing intras-

tate trucking, but also from establishing minimum maintenance, driver-safety and insurance requirements.

When given more information about Section 211, and without their supervisor looking over their shoulders, Teamsters have responded with calls, letters and petitions voicing their opposition to Section 211. The IBT has produced literature and petitions in opposition to the amendment. As a result, the Senate decided to delay a vote on the amendment for 60 days in order to further look into the implications of the measure.

Teamsters who wrote their senator at the instruction of UPS are being urged to write again to the same senator explaining the coercive atmosphere in which the first letter was signed.

UPS to Pay \$3 Million To Settle OSHA Complaint

UPS has agreed to pay the federal government \$3 million to settle a dispute over its failure to ensure safe handling of hazardous materials. U.S. Labor Secretary Robert Reich called the penalty "the highest amount ever" in such a case. UPS must also undergo a six-month independent audit of its procedures to protect workers from spills. If UPS again fails the audit they will have to pay an additional \$3 million fine.

OSHA originally fined the package delivery service \$50,000 in 1992 after a hazardous material spill. As part of a corporate-wide settlement OSHA ordered UPS to improve worker protections through better training, equipment and reporting procedures. To no one's surprise UPS failed to live up to its side of the bargain.

The Teamsters union, which represents 165,000 UPS workers, called the most recent settlement inadequate.

"UPS is a repeat offender that threatens the health and safety of its workers and their communities," said General President Ron Carey. "The people in the best position to monitor the company's unsafe practices are the workers and their union representatives," Carey added. "Yet, this settlement permits the company itself to determine how workers will be involved."

UPS has repeatedly shown through its failure to meet OSHA guidelines on hazardous materials, by attempting to force employees to sort and deliver overweight packages and through the constant speed-up of its employees, that health and safety on the job is of little concern to them. Their major concern is bottom-line profitability. For a company that made 1993 net profits of \$809.6 million, \$3 million or even \$6 million in fines is just the price of doing business.

UPS & Downs

UPS Earnings Soar.

UPS reported a 36% increase in 1993 earnings despite heavy losses overseas. Net profits rose to \$809.6 million from \$516.1 million in 1992. Excluding one-time accounting charges, 1992 earnings totaled \$765 million.

Revenue climbed 8% to \$17.8 billion from \$16.5 billion. The company had an overseas loss of \$267 million in 1992.

So far UPS has posted losses of more than \$1 billion overseas, mostly in Europe. Fierce competition, higher costs and slow demand have dogged its attempts to become profitable. Still, UPS said it has no plans to curtail its overseas operations. It's a good thing UPS has its American Teamster workers to save their hides. Perhaps a little gratitude should be in order.

For a more detailed explanation of UPS' financial performance in 1993 see the next issue of *Convoy Dispatch*.

UPS Bounty Hunters.

They say good jobs are hard to find. But even in these hard times, lousy jobs are hard to fill. UPS employees at the 81st Street hub in Indianapolis are being offered monetary rewards to recruit students to work for UPS as part-timers. The company will give you \$25 if you can find a student who can hang in one of these part-time jobs for 30 days and another \$50 if the student manages to last 60 days, for a grand total of \$75 for each body delivered into UPS' clutches for 60 days or longer.

Big Bundles Miss the Boat.

If the volume of over-70 lb. packages that don't make service at UPS's Lenaxa, Kan., hub is any indication of the company-wide picture, then the Tightest Ship in the Shipping Business is sinking under its own weight. Since the addition of this new service, most sorts are routinely an hour and one-half over-allowed. Damages and personal injuries are at an all time high, overtime for sort personnel is approaching peak-season levels, feeder departures are often compromised, service failures have become the general rule rather than the exception, and the big bundles are piled behind the outbound trailer doors like cordwood, awaiting the next day's sort. UPS's management team has again failed to get the big picture. Not only did they fail to consider the health and safety of their employees, they clearly failed to consider the logistics of the big bundles.

—Michael A. Savvoir, Local 41, Kansas City, Mo.

UPS Hazardous to Workers' Health

The Roanoke, Va., chapter of TDU is making T-shirts available to all who want to let the world know how UPS treats its workers. Shirts are grey with red lettering and available in large, X-large and XX-large. \$10 each, plus \$3 shipping and handling.

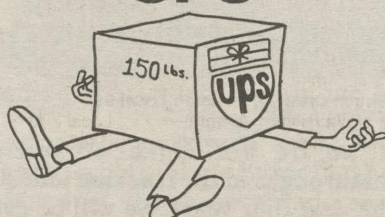
Send your order to:

Anita Richardson
Rt. 3, Box 154
Vinton, Va. 24179
(703) 890-7255

(Make checks payable to Anita Richardson.)

WARNING

UPS



HAZARDOUS TO WORKER'S HEALTH

FREIGHT NEWS

How Old Guard Teamster Officials Worked to Undermine Freight Strike

There's a battle going on inside the Teamsters union for the hearts and minds of rank and file Teamsters — like you. Because you, and 1.4 million Teamsters, have power through the Right to Vote for International officers.

The Teamsters Past, Future

On one side, we have the old guard Teamster officials, who ruled this union for decades. These include the millionaire area conference chairmen: Mike Riley in the West, Bill Hogan Jr. in the Central, Walter Shea in the East, and Jerry Cook in the South.

And they include R.V. Durham, who headed a losing slate of millionaire officials in the 1991 IBT election.

The majority of delegates at the 1991 IBT Convention supported this crowd and most officers still do. They are the Teamsters Past, the friends of Jackie Presser and Roy Williams, who led our union into racketeer control.

The Teamsters Past control the area conferences, and they want the International back, to pass on to their children and their cronies.

On the other side, we have the new Teamster leadership of Ron Carey and most of the General Executive Board. We have new reform officers who have been elected in a number of locals. We have some local officials who have come over to support the new direction. And we have the TDU movement, with thousands of active rank and file Teamsters.

These are the Teamsters Future, the new leaders feeling their way as they work to bring democracy and respect to our union. They too are fighting for your support.

The Freight Strike

Enter April's freight strike. In that strike, the old guard Teamsters Past showed what they're made of. Now that the strike is over, we can tell that story.

- In March, our union negotiating committee unanimously called for a strike authorization vote of the members, who approved it by over 90%. The big freight employers (TMI) were stonewalling negotiations, after three months in which our union had put its demands on the table and shown willingness to compromise. The union committee was a cross-section of union officials, with an old guard majority.
- Many old guard local officials in March consistently gave the employers' line to our members.
- In the strike vote, several old guard officials worked against the strike authorization. Don West of Alabama Local 612, T.C. Stone of Dallas Local 745, and Billy Patrick Jr. of Little Rock, Ark., Local 878 delivered pro-employer votes, against strike authorization. Larry Weldon of Seattle Local 741 tried but failed.

- On March 21 our union negotiating committee offered a comprehensive proposal toward a settlement. TMI talked about it, but on March 31 slapped down a take-it-or-leave-it "final offer."

TMI demanded that we give up 30 years of ground in one contract. The employers — emboldened by our union's problems — refused to change one word. Take it or strike.

- The union negotiating committee unanimously recommended a strike.
- Meanwhile, the four conference chairmen, Durham and other old guard officials were working in conjunction with TMI's program. They tried to demand a vote on the final offer, which contained provisions to give 24% of all dock hours to \$9 part-timers, to let shiny wheels take road work, to rail up to 35% of freight miles with little protection for drivers, and lots more.

They lined up dozens of local officials to back this plan, and headed for Washington on April 5, to a meeting of local officials called by the union negotiating team.

- The freight employers sent out letters and held captive meetings to get us to demand a vote on their final offer, after we had just voted on the same concessions. They quickly produced thousands of copies of a new video aimed at the vote that their old guard friends were promoting. (Those videos never saw the light of day.)

On April 5, the joint TMI-old guard campaign was set back. Carey's leadership and the negotiating committee carried the day at the meeting of 400 local officials. The four conference chairmen and Durham sneaked out at mid-meeting to caucus. The meeting voted unanimously to strike that night, against the TMI concessions.

- Some of the old guard planned to organize scabbing, to get locals not to strike, as they did during the February 7 strike against UPS. On April 6, the day the strike started, Michigan Joint Council spokesman Richard Leebove was quoted in the news media bragging that locals would not strike and that Carey was in a "UPS situation."

- On April 11, Central Conference chairman Bill Hogan Jr. told the news media that we should grant TMI's part-timer demands, and end our strike. Later, John Mozena of Akron Local 24 endorsed Hogan's plan and called for him to take over negotiations.

- In dozens of locals, officials were lying to members, refusing to pass out the International's daily Freight Bulletins, and working to divide our members. Some passed out TMI's statements.

TDUers and other Teamsters filled in, getting the daily union bulletins,

making copies, and visiting picket lines to build solidarity.

- On April 22, the employers let the cat out of the bag. TMI chairman Robert Young of ABF wrote that there are "people inside the Teamster leadership" who are his kind of union officials. Young attacked Carey, using the same words as the old guard, and ranted about "mine workers." The CEOs of major employers sent a version of Young's letter to their employees.

Amidst the most important Teamster strike in decades, the employers openly endorsed the old guard Teamster officials, making it crystal clear who they want to be in power in our union. And they made clear just who these officials represent inside our union!

- On April 25, TMI presented a new proposal that was even worse than its previous final offer on most of the key issues!
- The employer-old guard alliance hurt our unity, and prolonged our strike by encouraging TMI to hold out. But they could not break us. On April 28, TMI removed its big concessions from the table, bargained seriously, and the strike was settled. After losing \$1 billion in revenue and being unable to break our solidarity, the employers had to come to terms.
- Instead of hiding under a rock, the old guard came to Washington, D.C., on April 29 for another meeting of all local officials — and denounced

Carey for the strike settlement! Even as every one of them voted to end the strike.

Old Guard Attacks Our Accomplishments

Then the old guard went home to lie that our strike solidarity meant nothing, that we struck and sacrificed all for nothing. They claimed the employers would have taken all the concessions off the table — if only we'd sent one of TMI's favorite Teamsters, like Durham or Chuck Mack, to ask them.

The freight strike was a battle against employers out to bust our contract. Yes, we took some hits, but we held our ground. In doing so, the membership of our union — the Teamsters Future — inspired working people across the continent.

Steps like these will determine if the labor movement marches back from years of decline and is able to organize workers.

And we had to beat the employers and certain rotten union officials in our midst. Now these same officials want you to think our solidarity is nothing, the rank and file's accomplishments are nothing.

If they succeed with that lie, they will be winning the battle for our hearts and minds. They will be on the road to taking back "their union" in which members should pay dues and keep quiet.

Don't let them do it.

Teamsters need to organize other freight workers so together we have the power to protect our hard-won wages and benefits. We can win real job security and a better future when all freight workers are united in the Teamsters.



YES, I know my future depends on organizing and I will help organize non-union freight workers.

- ☐ I will talk to non-union freight workers about the importance of all freight workers joining the Teamsters.
- ☐ I will distribute union literature to non-union freight workers.
- ☐ I will attend meetings and join pickets and demonstrations to support the freight organizing campaign.

NAME _____ LOCAL UNION _____

ADDRESS _____

COMPANY WHERE YOU WORK _____

PHONE _____ BEST TIME TO CALL _____

Name and location of non-union companies where you have contacts

NAME OF COMPANY _____ LOCATION _____

NAME OF COMPANY _____ LOCATION _____

Time to Organize

We went into the freight strike in a defensive posture. We were able to hold our ground, but were in no position to win big gains.

If we do not make organizing breakthroughs in the trucking industry in the next four years, we will be even more on the defensive next time.

The Teamsters union needs a strategy to organize in freight and the will and resources to carry it out. We have not successfully organized on a

large scale in freight in decades, so it will take time to turn it around. But we can do it, and working freight Teamsters are a key part of it.

A first step is a worker-to-worker program. The card pictured above is a sample of a volunteer card to join in the program. Every local has the cards, and so does the International. We encourage freight Teamsters to take the spirit of solidarity into organizing our industry.

New Tactics and Solidarity on the Line

When the employers stuck to their March 31 take-it-or-strike offer, they underestimated the strength of Teamster solidarity. And for the first time ever in a Teamster national contract, the union used new tactics to build unity on the picket lines and build support in the communities.

Communications

Unlike during past negotiations, the International union faxed daily updates to all locals. To aid the process, TDU rank and file members built distribution networks in dozens of locals and areas. For example, Twin City TDU chapter members threw their support into the strike effort by passing out the daily updates to picketers in the Minneapolis-St. Paul area. "Everyday, members of our TDU chapter went out to the picket lines to show our support and pass out the bulletins," said Doug McGilp, a member of Local 1145. "We know how important this fight is to all Teamsters and our community."

Strike Line Solidarity

Where local officials worked to undermine the strike, TDU and rank and file members took the lead in building solidarity. On April 22, rank and file members of Local 916, employees of ABF at the Springfield, Ill., breakbulk, held a "1-2-3" rally to boost unity during the strike. The rally also brought attention to other members that the old guard leadership of Local 916 were working against the national leadership in the strike. "Members had not had a meeting called for any purpose since the strike vote of March 20," commented Local 916 ABF road driver Jon Harley. "More TMI and company propaganda was distributed by our local leadership than anything from the union."

"Our rally began at the CF terminal at 1 p.m. From there, 70 rank and file members marched to the ABF breakbulk. One scab trucker was stopped and forced to return to the ABF lot. Members witnessed a scab displaying a gun and called the police who made an arrest for possession of a firearm. At 3

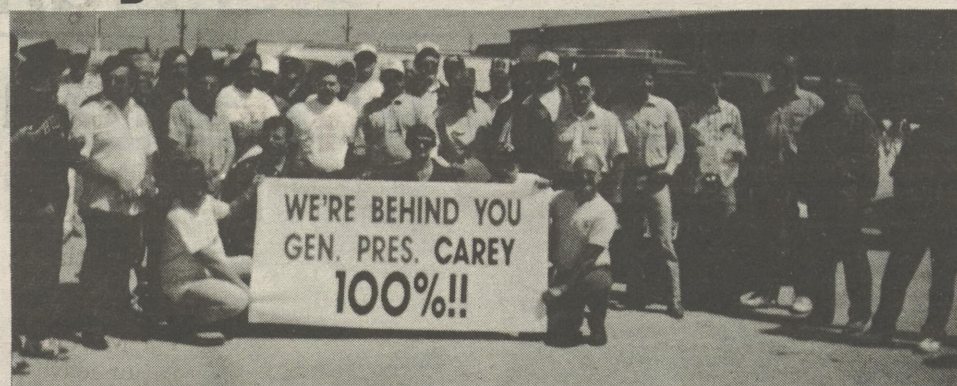
p.m. our rally moved to Local 916 headquarters. Our solidarity hasn't ended with the strike; rank and file unity continues to grow here in Springfield."

The employers constantly tested our determination to hold together. In Chicopee, Mass., picketers held firm, despite violent provocation by some trucks trying to cross picket lines. "On Sunday, April 10, Local 404 members and their families were peacefully picketing the CF breakbulk," describes CF road steward Ron Easton. "When a Pattles Transport tractor trailer appeared, BAs and stewards talked to the driver and requested that he honor the picket line. But the driver ran down two Teamsters, who had to be taken to the hospital. That break was the first that succeeded after several attempts coordinated by CF management." The truck did not come back out of the gate and the driver was taken out by the Chicopee police. "It is the opinion of all CF Teamsters that the incident had nothing to do with priority freight, but was a test of our solidarity and determination. If so, we passed!"

The struggle brought the spirit of unionism to the surface in many Teamsters. Local 200 Milwaukee Teamsters were a good example of what Teamster solidarity is all about. "We set up a Teamster Freight Fund for special hardship cases," explains ABF steward Darrell Connell. "A committee with representatives from each struck barn was in charge of this fund. We collected money from other Teamsters who were not on strike, including UPSers from Local 344. Working Teamsters were donating thousands of dollars to help their fellow members. This strike has given us a real feeling of unionism."

Outreach and Organizing

The strike awakened the idea of worker-to-worker organizing. "With only 24 hours notice, we got over 40 rank & file teamsters to leaflet the CCX terminal with 'We're fighting for Your Future Too' flyers," explained Tim Buban, a Local 200 CF steward. "The enthusiasm of the union mem-



Striking CF Teamsters and International Vice President John Rlojas in Houston, Texas, show their support for Ron Carey and the freight negotiating committee.

bers was contagious. A majority of the CCX drivers gave us a good response, even with management watching over them. When we went to Overnite, the results were even better."

The International expanded the targets to put pressure on the major employers. On April 22, 500 Teamsters rallied in downtown San Bernardino, near Los Angeles. They went into the Bank of America, CF's key financial broker, and staged a sit-in protest. "For the Teamsters who participated, it was exhilarating. It was a proud day

to be a Teamster," said Scott Askey, Local 63 BA. It was one of dozens of such rallies held.

Actions of solidarity, outreach to nonunion workers, and taking our strike to the community were some of the new tactics that Teamsters used in the freight strike. Although some local officials were resistant, actions were spreading as the strike went on. Now our challenge is to build on that spirit and use it to start organizing in trucking and continue the reform of our union.



'Part-Time America Won't Work'

That was the message several hundred Teamsters and trade union supporters brought to San Francisco's Union Square on April 15. The rally was addressed by Ron Carey from Washington, D.C., International VP Ken Mee, and local trade union leaders. After the rally, the crowd marched to the Bank of America Building.

Freight Contract Terms in Brief

- Freight Teamsters defeated management's big concessions. Their demands for part timers, "shiny wheels," \$12 an hour casuals, and interlining with nonunion divisions were defeated by our strike.
- New money for pension and H&W of \$1.90 over four years, enough for pension improvements. (The Central States Fund is raising 30-and-out to \$2,500; \$100 more for each additional year up to \$3,000; \$1,500 for 25 years at age 55.)
- Wage increases are 25¢-30¢-35¢-40¢. Pure dock casuals frozen rate of \$14.45.
- No right to strike over grievances deadlocked nationally; arbitration instead.
- Innocent till proven guilty, except for "cardinal sins." Bill of Rights for union members in grievances.
- Seniority protection for members who win local union office or take union positions.
- Intermodal language that permits railing of 28% of freight. Job protections include union approval of change, limit of 10% of drivers affected over life of contract, any affected driver offered work and cannot be laid off at new domicile.
- Dock workers weekly overtime can be limited after 40 hours per week.

The goal of survival of the NMFA with good full-time jobs was achieved. But some compromises were made on employer demands. Freight Teamsters are evaluating the contract and voting by mail referendum in May on the master and on each supplemental agreement. The strike is suspended while voting goes on, and can be resumed if the contract is rejected.



SDMI Workers Show Support for Freight Teamsters

Forty grocery Teamsters, members of Tracy, Calif., Local 439, marched to the nearby Yellow Freight picket line to offer their solidarity and \$150 raised at their April 16 monthly rank and file meeting of SDMI workers.

Yellow Freight driver and Local 439 picket captain Laurenio Braga (left)

and grocery steward Brian Woods shook hands and posed for local press photos as Braga accepted the cash from Woods.

SDMI workers had earlier voted to adopt the Yellow Freight pickets for the duration of the strike and made daily visits to the picket line.

INSIDE OUR UNION

Dinosaurs' Last Gasp

Beginning on May 25, the General Executive Board (GEB) of the International union will hold a hearing to consider Ron Carey's motion to eliminate the area conferences. That hearing was originally set for April 19, but postponed a month due to the freight strike.

In the past month, we have seen the death throes of the "dinosaurs," as Carey referred to the outmoded bureaucracies. In just a month, the four conference chairs:

- Spent an estimated \$1 million from our treasury for a 45-minute staged rally near the IBT Marble Palace in Washington D.C. (See page 8.)
- Worked hand-in-hand with trucking management to undercut the freight strike and bargaining. On April 11, Central Conference chair Bill Hogan Jr. announced that freight Teamsters should accept low wage part timers.
- Took \$600,000 from our treasury to defend their multiple salaries and perks in court. Their case for an injunction was promptly lost before Judge David Edelstein in New York, and the Court of Appeals denied their appeal.

- Spent union funds to spread lies. For example, Western Conference chair Mike Riley has spread the story, designed to scare members, that somehow the members' pensions will be adversely affected by this reform. Actually it's his multiple pensions that will be affected!

In other words, the four millionaires provided more good reasons, in case there were not enough already, to eliminate this wasteful source of multiple salaries.

Reformers Applaud Action

Meanwhile, reform-minded Teamsters came out strongly in favor of the reform move. TDU called it "welcome and overdue," and the TDU International Steering Committee unanimously adopted a resolution (see page 7) calling for further structural reform within our union.

Rank and file members, officers, and elected GEB members continue to discuss and debate the issues involved. While there is widespread agreement that the conferences are indeed dinosaurs, some members have also expressed concerns that all union func-

tions be well integrated and planned, and that this program fit into a package of reform.

The GEB meets in May to discuss the union financial crisis. Such issues as phasing out the Affiliates Pension Plan (for officials, BAs and staff) will be debated there. The next issue of *Convoy Dispatch* will report on the discussion of how best to continue the reform process.

On these pages, we print some letters from Teamster members on the area conferences and the move to revoke their charters.

Why Are Area Conference Officials Crying?

Area conferences provide an additional salary of sometimes hundreds of thousands of dollars for people who already make hundreds of thousands from Teamster dues.

Area conferences provide power and job security for officials who cannot get elected to national office by the membership.

Area conferences provide an extra layer of bureaucracy in the Teamsters union that costs the members over \$14,000,000 in union dues, which could be used to fight for better contracts through strikes and boycotts instead of supporting greedy officials.

Area conferences provide expense accounts to officers who already have expense accounts through their local unions or appointed positions.

Area conferences provide an additional pension to officers who already have multiple pensions.

None of these benefits are available to the rank and file members of this union who pay for them with their dues.

If you were one of these officials, wouldn't you be crying too?

Rudy Hernandez
Local 601 business agent
Stockton, Calif.

Move Is Two Years Short in Coming

The move to revoke the area conference charters was, in my opinion, about two years short in coming. I've been a Teamster for 24 years and never thought I'd see this day come. I thought that we Teamsters were just stuck with leaders who represented the companies more than the members.

I know from personal experience that the lack of representation and the open corruption within the union has damaged the Teamster's image to the point that it's hard to organize new members.

Ron Carey was elected to "give the union back to the members," and I hope this is not the end of that promise, but only the beginning.

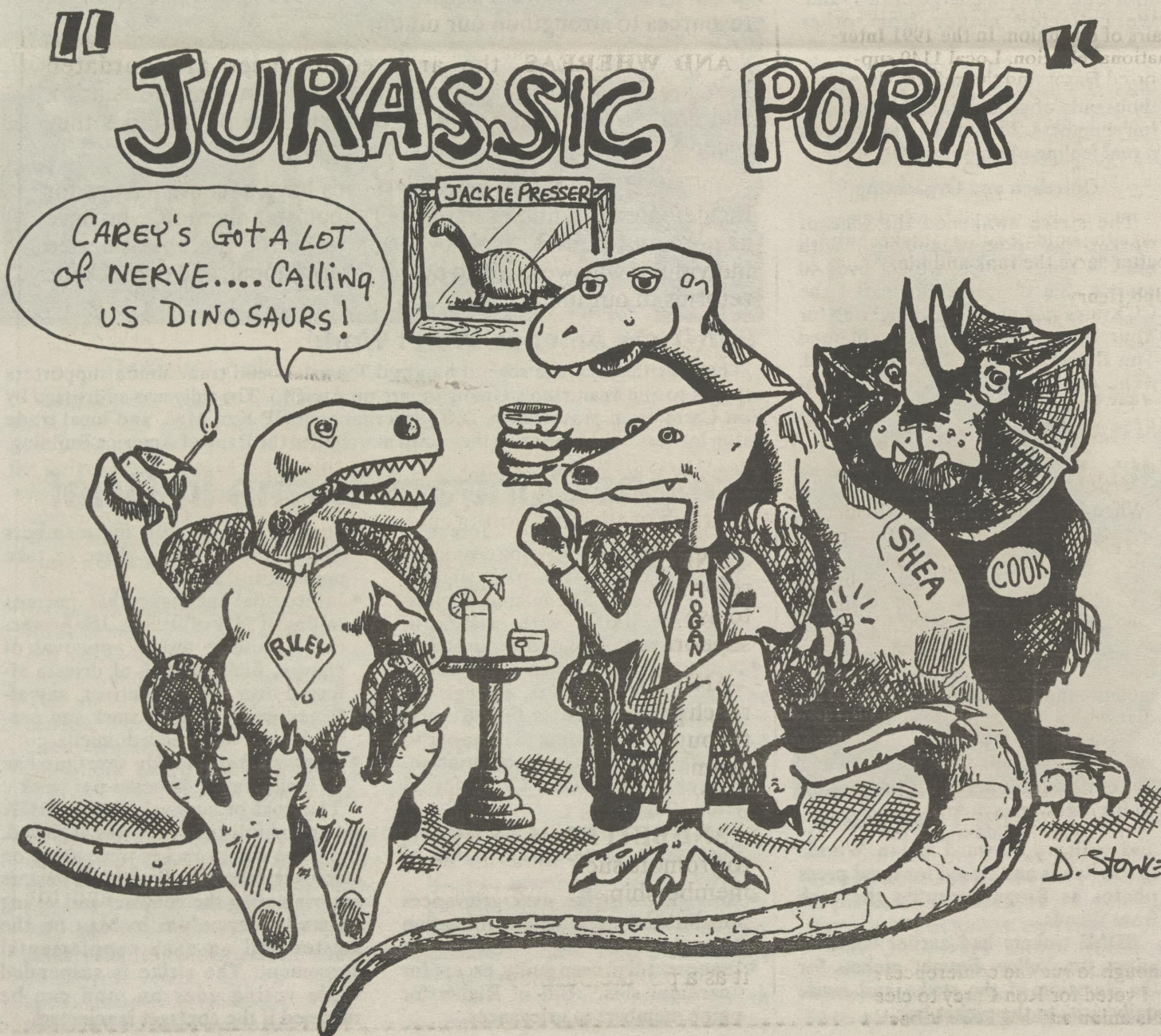
Jim Waggoner
Local 327, Kroger
Nashville, Tenn.

Continue Fight Against Waste

I would like to encourage Ron Carey to continue the fight against waste and abuse of funds by revoking the area conference charters, and by any other actions he feels appropriate and necessary. The membership of this union elected Carey to clean up this union and move us into the future, with the members rights and needs first. We no longer want the old guard fat cats funneling our dues money into the country-club atmospheres they surround themselves in. We, the members of Local 528, know first-hand what Jerry Cook stands for, and it's not rank and file rights or representation.

We gave Carey our full support during the election, sending him and his slate into office with a majority of Local 528 votes. That support has increased in our local.

Ken Hilbish
Local 528, Kroger
Atlanta



Communication Problems?

The chairs of the four U.S. area conferences were all defeated by the Carey slate for International office. Since that time they have been doing everything in their power to prevent reform by Carey. Unfortunately, this has happened with the help of many local union officers, including the principal officer of my Local 582.

Yesterday I read a letter from the Western Conference which compared the difference in the amount of time it takes the current International union to respond to requests for research compared to the previous administration.

A letter sent to the Western Conference on Dec. 9, 1989, was never answered. The closest it came to it was a phone call to our secretary-treasurer asking for the writer's phone number. This is the same conference that is complaining about communications with the International.

I sign checks monthly that go to the Western Conference. In my 34 years as a Teamster I have seen little in return for your dues from the Western Conference. But I can show you a list of multiple salaries and pensions that your dues pay for. And I do know that secretary-treasurers and BAs are covered under three pensions. Do you think maybe that is why they are fighting so hard to keep the conferences? Think about it.

The people trying to save the conferences are scaring members by saying Carey will merge the pensions. Carey has said he has no intention of doing that, and I don't think he could even if he wanted to, so don't fall for that one.

George Ragland
Local 582 president
Spokane, Wash.

'Expensive Dinosaurs'

Our area conferences are not necessary. They are expensive dinosaurs that do little more than duplicate services provided by our International.

Conference officials are trying to protect pensions, but not our pensions. Our pensions are federally protected. What they wish to protect is their multiple salaries and pensions.

The conference leaders have gone to the rank and file asking for their help to preserve the conferences although each and every one of them were soundly rejected by the rank and file in the 1991 International election. These same conference leaders on April 19 held an anti-Carey rally in Washington, D.C., in the middle of a national truckers strike, showing reckless disregard for solidarity among all Teamsters.

Our area conferences are also fertile breeding grounds for corruption, nepotism, and mob influence. So brothers and sisters, take a stand and support General President Carey's call to revoke the charters of the four

U.S. area conferences and bring us together as one union, not Central, Eastern, Southern and Western, just Teamsters.

DeForest Haskell
Local 886, CF
Oklahoma City, Okla.

Time to End Political Favors

Why are the four U.S. area conference chairs fighting desperately to block Ron Carey's plan to revoke their charters? After all, this can be a major step in streamlining our International union and restructuring to cut fat and wasteful spending and to better serve the membership. Isn't this what we elected Carey to do?

With the recent membership rejection of the dues increase, it is more imperative that our International leadership act to bring our financial crisis in line.

We have reached a time when we can no longer afford to pay for political favors (multiple salaries, pensions, etc.) to the same people who helped put our union in the financial mess it is in. It's not surprising that these officials will fight to the end to try to save their huge salaries and expense accounts. It's like a bunch of pigs slurping from a trough — when you take the trough away they squeal like hell.

It's interesting to note that Eastern Conference chair Walter Shea wants to tell Carey and the International executive board how to run the affairs of our union. In the 1991 International election, Local 1149 supported Carey and the reform slate by more than 70%. Walter Shea received only three votes in his bid for General President out of nearly 400 cast in Local 1149.

We must encourage our International leadership to go forward and make the bold decisions it takes to better serve the rank and file.

Bob Henry
Local 1149 secretary-treasurer
Baldwinsville, N.Y.

Carey's Doing What We Elected Him to Do

When I first heard that President Carey was going to eliminate the area conferences I thought, "Does he know what he's doing?" Then reality hit. He knows *exactly* what he's doing.

Just look at the Western Conference, which is my conference. Their pensions and salaries are outrageous. And don't forget their fancy office with a view of Elliott Bay and the Olympic Mountains.

What types of education do they offer our business agents or the rank and file? How many of them spent any time working in one of our trades? Who votes them into office? I know that in 1991 I voted to keep them out of the International, so if they're not good enough for the International, what makes them good enough to run the conferences?

I voted for Ron Carey to clean up this union and help give it back to the

membership. I know he's doing what we asked him to do. So when he came to us for a dues increase, I voted Yes. Other people didn't want us to have a healthy strike fund or general fund, or for the locals to be a little better off.

No, they don't care about the membership. All they want to see is President Carey and the Executive Board fail. As a rank and file member, I applaud Carey and support him.

Mike Gaudio
Local 174 trustee
Seattle

Would R.V. Divide and Conquer?

Would R.V. Durham divide and conquer us? You decide.

His statement after losing the election to Ron Carey was, "Under the old rules, I would now be your president."

One would assume he doesn't believe in the members' right to elect their general president.

At the 1991 IBT Convention Dur-

ham voted against the members' right to elect convention delegates. This would take away our right to elect rank and file candidates.

R.V. once stated at a union meeting in Raleigh, N.C., that he didn't believe in petitions because people will sign anything put before them. Now he is circulating a petition to "save the conferences and protect our pension and benefits." He is deceiving members into believing that our pensions and benefits are at stake, but the truth is that the multiple salaries, pensions and benefits of conference officials are at stake. This is why they don't like the word reform.

Reform-minded Teamsters in Local 391 welcome Carey's move to eliminate the conferences.

Would R.V. divide and conquer us to go back to the old way, to save the structures which allow multiple salaries, pensions and benefits? You bet ya.

Tommy Burke
Local 391, UPS
Fayetteville, N.C.

TDU Statement on Teamster Structural and Financial Reform

*Adopted by the TDU International Steering Committee
April 9, 1994*

WHEREAS, TDU has long called for structural reform, elimination of multiple pensions and salaries, and use of union resources to strengthen our union;

AND WHEREAS, the area conferences are outdated bureaucracies that embody waste, multiple pensions and salaries, and deliver very little to the membership for the millions they receive;

AND WHEREAS, those conferences have become havens for the defeated candidates in the 1991 Teamster election, who have used them to inflate their own salaries, hired multiple-salaried individuals who were let go by the International, and to blockade reforms in our union;

AND WHEREAS, Teamster members care deeply about the reform process within our union, within our grievance procedures and about the spending patterns within our union, and little about the personalities involved;

THEREFORE BE IT RESOLVED that the TDU International Steering Committee fully supports the motion to revoke the charters of the area conferences;

AND BE IT FURTHER RESOLVED that we support further reforms to eliminate waste, multiple pensions and salaries, and to use those funds to better serve the Teamster membership and support our strike fund;

AND BE IT FURTHER RESOLVED that we call for an outreach program to take such reforms to the Teamster membership, through open "town meetings," through the pages of the Teamster magazine, and other means to involve members and officers and invite input into the reform process;

AND BE IT FINALLY RESOLVED that TDU will actively work to promote such reforms and to educate and involve the Teamster membership, to offer our own ideas and suggestions, and to combat those Teamster officials who are in bed with the corporations and who seek to return our union to the days when they ran it as a private business.

A Rally with Limos, Millionaires and Goons

It was a sight to behold. Limos lined up. Portly officials. The union's Marble Palace in the background.

It seemed like a time warp. But it was April 19, 1994, and the Teamsters old guard were in Washington, D.C.

"I'm a dinosaur! I listen to you!" said New York JC 16 president Anthony Rumore, making a joke of Ron Carey's reference to the area conferences as being dinosaurs.

Paid for with Union Dues

Nearly 1,000 Teamster officials and rank and file supporters came, all on the union tab. It was a rally where nearly everyone had their transportation and lodging paid by union dues, and some their first-class air. (Those were the multiple-salary crowd; the rank and filers were bused in.)

It was appropriate that it was an all-expenses-paid event, because it was about keeping the area conferences, the best source of multiple salaries, and expenses they've got. It is estimated that our dues paid \$1,000,000 in air fare, salaries, first class lodging, meals, drinks, and the Richard Leebove PR firm that staged this event. Yes, Leebove was there, too!

One of the ralliers, Mike Riley of the Western Conference, makes over \$1,000 per working day in salaries alone from your dues. Along with his air travel, lodging, expenses, and entourage, his personal participation there had to cost our union treasury

about \$10,000. That's a good price for standing on the grass for 45 minutes across four lanes of traffic from the Teamsters' building. (After the area conferences are phased-out, maybe we can get an inflatable Riley for events like this, and save the \$10,000 for our union.)

The spokesmen for the rally were Walter Shea, Bill Hogan, Jimmy Hoffa Jr., R.V. Durham and Rumore. Shea made \$102,564 last year from the Eastern Conference as its un-elected head. Hogan makes \$150,000 as the the un-elected head of the Central Conference, and over \$300,000 total. Rumore, like Hogan, got his union post from his dad (is there any other way for these guys?). That was after his dad left the Teamsters after being charged with membership in La Cosa Nostra. Are you surprised that these men want to protect the charters of the area conferences?

They sent another of their leaders to meet with IBT VP Aaron Belk: Jerry McCown of Amarillo, Texas. McCown, a \$100,000-clubber who draws an extra salary from the Southern Conference and also two of his five pensions from it. What a surprise ... that McCown is happy with this sweet deal.

Oh yes, they had a rank and file spokesman, too. They sent one C.D. Jones to talk to the press. Jones is the former president of BLAST, a goon squad formed by Jackie Presser. Its violence against dissenting Teamsters



A PICTURE WORTH A THOUSAND WORDS. A limosine pulls up at the April 19 rally of old guard officials in Washington, D.C. An estimated \$1 million of our union dues was spent on this 45-minute staged event. Can you think of a better reason for ending the area conferences?

became part of the RICO charges against the IBT. What a surprise ... to find good ol' C.D. upset about a house cleaning in our union.

Did they accomplish anything in their 45 minutes on the grass, at a cost of a million bucks? Could that time and money have been better spent on organizing, or supporting the freight

strike?

The answers to those questions go to the heart of the issues inside our union. We believe its time to speed up reform, have elected officers lead our union, and put our resources to work for the members, not for a few rich officials. If you agree, we invite you to get involved. Join TDU.

Ernie Tusino Running for President

Ernie Tusino, the secretary-treasurer of Worcester, Mass., Local 170, is the first openly declared candidate for Teamster General President. Tusino referred to himself as "the next General President" at the meeting of all freight locals that unanimously backed the strike call on April 5. Tusino told *Convoy Dispatch* that is where he made up his mind to run.

He claims Carey is "leading the members to the slaughter" in freight and UPS, and that "nobody has a chance to talk" under Carey.

Asked about other possible candidates, specifically Jimmy Hoffa Jr., Tusino told us, "I don't know if he is

even eligible." Both Tusino and Jimmy Jr. campaigned for the R.V. Durham slate in 1991.

Tusino is under fire currently for his role in blocking the implementation of pension improvements following the UPS agreement. As chair of the New England Pension Plan, he and the employer trustees want to wait till after the freight contract is settled.

The election will be in December 1996, once again by rank and file vote, impartially supervised by the court-appointed election officer. TDU played a crucial role in winning the Right to Vote and in working for fair election rules, and will continue to do so.

What's Behind the Petitions for Special Convention

R.V. Durham Exposes Himself

For months old guard Teamster officials have been whining, suing and petitioning to hold a special convention in our union. Now, in a April 22 letter, R.V. Durham has inadvertently revealed what their game plan was: to undo our 1991 election, remove the elected International officers, and instead install an old guard Teamster president chosen by the officialdom.

Bogus Charges

Durham revealed his plan to bring five bogus charges against Ron Carey and other elected General Executive Board members, and use the special convention to vote on his charges. Since 85% of the delegates to that convention would be Teamster officials, the majority of them loyal to the old guard, the outcome would be well assured. Then those same officials would appoint the Teamster president and GEB, just like the good old days! Goodbye to our Right to Vote.

The bogus charges would not matter. Durham quotes Article 19, Section 4(d) of the IBT Constitution, "Charges against the majority of the GEB shall be filed with the Ethical Practices Committee or the Convention, at the option of the charging party." Durham makes clear what option he would choose: special convention.

So now we know why the old guard officials, led by the four conference chairs have been hollering for a special convention. They claimed it would straighten out our union finances. But

when Ron Carey asked the four conference chairs if they would agree to limit a special convention to finances and our strike fund, they said no.

They claimed a special convention would be more democratic than a membership vote, which we knew was ridiculous. But their real motive was to unseat our union's elected president and GEB.

Durham's charges were ready to file, as soon as a convention would be called. They include charges he's made for two years: that Ron Carey got employer contributions to win the election (that was already laughed out of court; the employers backed Durham, and still do); and that the International pays the housing expenses of three GEB members who are employed at the IBT headquarters.

Why did Durham wait two years for a special convention to be called, then he would spring them. They could then use that convention to get rid of our elected General President and GEB, and install their old style appointed-by-convention leadership. He has also sprinkled in a couple of new charges, such as that Carey called a strike over the health and safety of UPS employees, which Durham directed scabbing on.

So when you hear old guard officials talking about a special convention, you'll know what it's about. It was a failed attempt to effectively remove our Right to Vote, and return International officers chosen by a convention.

Tacoma Local 313

Local Counters Lies on Pensions

Ever since Ron Carey made a motion to the General Executive Board to revoke the charters of the area conferences, Western Conference officials have been trying to scare members with the outrageous claim that members' pensions could be hurt by this move to eliminate wasteful bureaucracy. To reassure members, the executive board of Tacoma, Wash., Local 313 in April adopted the following resolution.

Resolution on Our Pensions

Whereas, the Western Conference of Teamsters Pension Trust is a wholly independent pension plan, governed by a board of trustees which is half employer and half Teamsters officials, and

Whereas, the Teamster officials on the board of trustees of our pension trust are chosen by the various Joint Councils (such as JC 28, which has designated Mark Endresen and Bob Pavolka), and

Whereas, the motion by Ron Carey to revoke the charter of the area conferences will have no effect on the pensions of working Teamsters, or in the governance of our pension plan, and

Whereas, there is no motion by Ron Carey or any one else to merge or otherwise alter our pension plan, and indeed Ron Carey has no power whatsoever to make such action, and

Whereas, numerous reports, including something called the "Real Teamster" have circulated among our members and caused needless concerns and divisions among us at the time of an important strike, and

Whereas, the chair of the Western Conference, who publishes the "Real Teamster" has five (5) pension plans,

THEREFORE be it Resolved that this Local Union will move to reassure our members that their pension plan is secure, and that the dispute over the area conferences has nothing whatever to do with our pension plan.

TDU, LOCAL UNION NEWS

Work Site List Denied

Court Orders New Election In Local 396

Jeff Witherill
Local 396, UPS
Los Angeles

The 8,000 member Local 396 in Los Angeles has been ordered by the U.S. District Court to conduct a new election for local officers. The results of the 1992 election were overturned due to the refusal of the old guard incumbents to provide the challengers with work site lists. The new election will be supervised by the Department of Labor, who filed the suit after the reformers filed a protest.

Local 396 is notorious for overpaying its top officers. In 1992, the year

of his retirement, Carl Lindeman was paid over \$420,000 from the local treasury. In 1993 Raul Lopez, Lindeman's designated heir as secretary-treasurer, bagged \$106,116 and President Bill Arnold hauled down \$104,050. Local 396 also has over \$700,000 in an officers' severance plan and the local's LM-2 financial report lists a mysterious \$300,000 legal settlement that has never been explained to the membership.

On May 1 a slate of reformers—the New Teamsters Team—were nominated to run against the incumbents. They are intent on bringing democracy

to the local and putting the needs of the members first. They want elected stewards, more member and steward education, greater availability of BAs and vigorous defense of grievances and enforcement of the contract.

The New Teamsters Team feels the time is right for reform. The old guard has exposed its own undemocratic nature by their refusal to run a fair election in 1992 and they have betrayed the biggest constituency in the local — UPS workers. They enforced scabbing on the one-day UPS strike and have since failed to lift a finger to enforce the temporary agreement that was won by other, more courageous locals in that strike. "UPS does not recognize any temporary agreement so what can

we do?" they whine.

Unity Greater Than Ever

The New Teamsters Team report that unity is greater than ever before. Despite not having work site lists they nearly won in 1992 (in fact, they did succeed in electing one trustee) when their forces were divided. In this election Dan Brockman, whose unsuccessful candidacy divided the reform vote, has generously put the welfare of the local membership before his own desires and refused to allow his name to be nominated in this election. Danny Bruno, the reform candidate for president, stated, "Dan Brockman's a hero for deciding not to run so that the vote will not be split again."

Milwaukee Local 344

Bylaw Reform Victory

Finishing the job of bylaw reform in Milwaukee Local 344, the rank and file approved three bylaw change proposals put forth by the reform-minded executive board. The first proposal, which was approved by a 195-28 vote, removed any possibility of a walk-in election for local union officers. The long standing tradition of conducting officer elections by a mail ballot vote was put into the bylaws as the exclusive method for conducting such elections.

The second proposal was to move general membership meetings from the second Tuesday of the month to a new format where meetings will alternate between Tuesday and Sunday each month. It is hoped that this change will bring about greater participation at meetings. The proposal passed 182-40.

The third proposal mandates that any future bylaw proposals must be voted on at a minimum of four out-state locations in addition to a minimum of two meetings in Milwaukee. This proposal ensures that all members will have access to the bylaw voting procedure in this state-wide local. It passed 189-33.

Many members commented that these democratic changes will make Local 344's bylaws perhaps the most democratic in the union. They may be right given the extensive changes that were passed a year earlier. The leadership of any local may come and go, but the bylaws will likely go on from administration to administration. The members demand and deserve all the democracy they can get. Congratulations to the members and leaders of Local 344.

Solidarity in Arizona Local 104

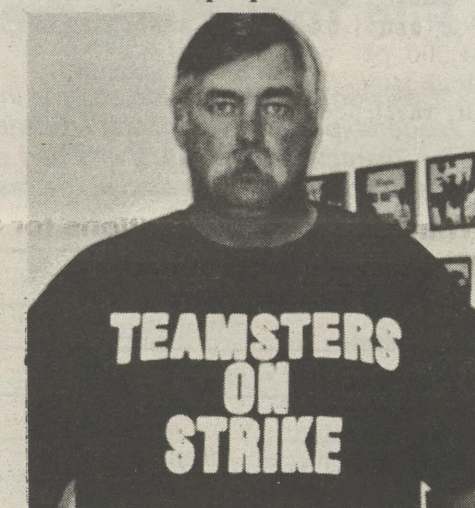
Frieda Burgan
Secretary-Treasurer
TDU Arizona Chapter

The freight strike has been a positive in more than one way in Arizona. Freight members who are not on strike, such as Northwest (now called Nations Way) and Willig have come through with help on the picket lines and money to help feed the strikers and supply them with cold drinks. Members from Nations Way have donated over \$1,800.

International VP Jim Benson started barbecuing at 4 a.m. on a Sunday morning, cooking chicken, ribs, pork, potatoes and beans for the strikers. He and several members of the Arizona TDU chapter delivered Sunday dinner to the picket line, where it was well received by strikers and their families.

TDU member Jim Buys has offered to pay half of the first year's dues for any striker who would like to join

TDU. So far we have signed up 24 new members. Jim has been on strike himself, so this is a very generous gesture. We need more people like Jim!



Jim Buys, Local 104, Phoenix.

Northern California

UPSers Meet on Contract Enforcement

An eager group of UPS Teamsters gathered at the East Bay, Calif., home of Leslie Tereck on April 23 to share experiences and find solutions to common problems. Full-time and part-time UPSers came together from around Northern California to learn how to use new contract language to defend their rights on the job.

The day was billed as a workshop for UPS Teamsters to get more out of their contract. But it was also a trial run for a project that the East Bay chapter of TDU hopes will soon see rank and file Teamsters teaching their co-workers how to enforce the UPS contract. All those who attended were provided with an updated contract and a TDU steward's manual.

The program reviewed new contract language and focused on strategies for working through the grievance procedure and dealing with UPS's manage-

ment style.

Tereck said, "We had a lot of subjects to cover. One thing we had to find out is what the hot button issues are for Teamsters at UPS and how we can work together to deal with them." He feels that by sharpening the material that was covered it will be possible to make rank and file members into effective contract enforcers.

Activist Network

A more far-reaching goal is to continue to build a network of activists at UPS to fight the big battles together. Tereck said, "One thing the February strike showed us is how great the potential power of our union is when we just focus our efforts. Even a loose coalition of people filing grievances on a single subject, in a single district, for example, could have a real impact on the quality of our workplace."

TDU RANK & FILE CONVENTION

Oct. 28-30



Pheasant Run
RESORT ♦ CONVENTION CENTER

St. Charles, Illinois

Plan now to attend the most important Teamster event of the year. Watch *Convoy Dispatch* for more details, or contact the TDU office.

GROCERY, CARHAUL NEWS

California Joint Council 7

Warehouse Sweetheart Deal Uncovered

"As far as corruption is concerned, I'll match my personal integrity against his any day of the week."

—Chuck Mack on Ron Carey,
March 22, 1994

Recently uncovered evidence of a sweet deal at the largest grocery warehouse in the world shows that Joint Council 7 president Chuck Mack is on thin ice boasting about integrity. We now know that two years ago Mack went out of his way to sell out experienced Teamsters, and even put our tax dollars to work to do it.

Mack wrote the Private Industry Council (PIC) of San Joaquin County on May 25, 1992, "Please be advised that Teamster local unions 70, 439, and 853 approve of the Private Industry Council of San Joaquin County entering into on-the-job training agreements and providing employment and

training services to Specialized Distribution Management Incorporated (SDMI)."

PIC provides federal money to corporations under the Job Training Partnership Act, paying part of a company's wage costs. SDMI manages the Tracy, Calif., distribution center (the world's largest) for Safeway. According to PIC, the training wage is \$7.50 for two weeks, followed by a starting wage of \$11 an hour.

Teamsters who transferred from Safeway are paid \$15.50 to \$16 per hour.

PIC had written Safeway on May 11 that under federal law the subsidy could not be continued without union approval.

Apparently Mack ignored the concerns of Local 439 secretary-treasurer Pat Miraglio, who wrote to PIC on

April 7, "Why should our tax dollars be utilized to create a revolving-door effect? Safeway will simply exchange people who currently work for Safeway for workers who are currently unemployed. Who gains? This is a cruel trick being played on many long-time employees of Safeway. Those who have 20 or 30 years (not to mention several weeks of vacation) of service are being cast aside, not unlike so much trash." Miraglio sent a copy of the letter to Mack.

Jobless grocery Teamsters might ask why Mack approved SDMI getting the payroll subsidy, which made it easier for SDMI not to hire (or later to dump) long-time Teamsters who had worked in the Bay Area or Sacramento Safeway warehouses before Safeway built the new facility and hired SDMI

to run it.

SDMI wrote PIC on March 5, "Without the PIC's help we may be forced to hire qualified employees from the Bay Area and Sacramento."

Mack knew full well that some 278 Teamsters had been tossed out by Safeway's warehouse in Sacramento. These members of Local 150 were told they could apply to work at SDMI at the new facility in Tracy.

Mack knew that when he gave is approval to the PIC deal, management had a powerful incentive to avoid hiring the veteran Teamsters who would not qualify for training subsidies.

Mack campaigns for office on the basis of his experience. So was his gift to SDMI and Safeway a mistake, or intentional? And who would you rather buy a used car from: Mack or Carey?

Oakland, Calif., Local 70

SDMI Drivers Beat Discrimination

Because they testified at an Oakland, Calif., Local 70 back-pay arbitration, six SDMI drivers, including Kevin Wallace, were reassigned to trucks without power steering. The trucks are hard to maneuver, shake and rattle, and drivers feel unsafe driving them. The boss told one driver, "It's got wheels, don't it?"

Driver Wallace says, "It is widely known among the drivers that the company assigns these trucks to people if the dispatcher doesn't like you, or if they want to punish you for testifying at

an arbitration or doing something they don't like."

Following an NLRB investigation and finding, SDMI has been compelled to admit its guilt and post this notice:

We will not retaliate against any employee for engaging in union activity by assigning them less desirable equipment because they appeared to testify at a grievance arbitration hearing.

We have reassigned employees to trucks they would have been assigned had we not discriminated against them because of their union activities.

New Trends Need To Be Addressed

George Beam
Local 651 steward, NuCar Carriers
Georgetown, Ky.

Carhaulers and our Teamsters union need to be aware of trends that could hurt our industry and our jobs. One of these is the entry of new nonunion carriers. While these are very small operations now, we need to be vigilant.

Nonunion companies have for a long time hauled used and auction cars. But at some locations, such as Smyrna, Tenn., they sometimes haul new cars out of a back gate after hauling the program cars in. In the last five years the nonunion sector of carhaul has increased, with TNT hauling out of Port Newark, N.J., Reliable Van Lines out of Detroit, Schneider National hauling Nissans out of Avon Lake, Ohio, and J.B. Hunt experimenting with Toyotas in several locations.

J.B. Hunt is using flatbeds to haul conversion vans, and has a new 55-foot container with tracks inserted in the sides to pick up cars and small trucks to the upper level and loading three cars on the bottom level. At present they are hauling Toyotas from the West Coast to Georgetown, Ky., and Baltimore, Md. At Georgetown it is a two-

way operation, with the Camry being loaded for the West Coast. At first glance this looks like a money loser, hauling only six cars at a time. But the containers are loaded on the West Coast and hauled to a railhead. The container is then transferred to a double-stack rail car for the trip east, and then transferred in Louisville to a truck for the trip to Georgetown. At Georgetown the container is unloaded and reloaded for the return trip. It appears that four of these containers can be loaded on a railcar, giving a capacity of 24 cars. The container can be loaded overseas at the factory location and shipped by a combination of ship, train and truck to its final destination. Also, when cars are not available, the container can be used as a dry van rather than being parked against the fence to wait for better times.

At present this experiment is only in place for a couple of months. Also, the damage rate is high, and there are major problems with unloading with skids.

Our skilled labor is valuable. But the new technology is developing rapidly and cannot be ignored by carhaul companies, or their employees.

COLLISION: How the Rank and File Took Back the Teamsters

—Kenneth C. Crowe

"Collision" tells the inside story of the historic election that brought new leadership to the Teamsters. Newsday reporter Ken Crowe has covered the Teamsters since 1976 and had access to all the key players in the dramatic events that reshaped the Teamsters. \$23; \$20 each for 5 or more.

Send me _____ copies of Collision.

☐ check enclosed

☐ Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Carhaul News

Central/Southern Grievance Panel.

The Central/Southern carhaul grievance panel in Detroit got bogged down when tape recorders were required to be used. Seems that knowing what you said could be identified and having to follow the rules were more than a few people could handle. Much grumbling was heard in the hallways.

The next time a driver wants a short work day, he can use the panels to justify it. They began at 10 a.m. and met until 2 p.m., even though cases had to be left on the docket, and drivers who had taken time off to attend were left wondering if they could afford to attend a future hearing. Maybe we need language that properly presented cases that aren't heard are automatically won by the grievant.

Ryder and Leaseway Play Name Games.

Is it a coincidence that both Ryder and Leaseway are changing the names of their carhaul fleets to a common name? Ryder's fleet is now Commercial Carriers, except for a few locations that use the name F.J. Boutel.

Leaseway is plodding along a little slower while trying to change from Anchor Motor Freight, Arco, and possibly Nu Car Carriers to Leaseway Motor Transport. Leaseway is using the change as an excuse to get rid of local riders and working conditions they don't like. It seems funny that Leaseway gets to keep the half-rate and running-mile agreements with the conferences' blessing, but drivers and mechanics don't keep anything and have to negotiate everything.

LETTERS FROM OUR MEMBERS

'Thanks for Being There'

Thanks to TDU, concerned union members can receive a broader scope of the inner workings of our union. I am especially appreciative of the fact that TDU made it possible for me to count my military service as part of my credited years of service toward my retirement.

Once again, thanks for being there.

K. Hawks
Local 391, Roadway
Rural Hall, N.C.

Get Involved, Support Stewards

As a spouse of a Local 604 Teamster, I take great pride in being part of the Teamster family. I also see all of the grief and harassment elected stewards and committeemen have to take for being active union members and for standing up for their fellow members. If it is just a handful of members trying to enforce the contract, they take the brunt of the company's unfair actions, and that creates a lot of stress.

It takes more than a few members to fight these battles, it takes every rank and file member to stand behind their elected reps. Give them full support by getting more involved in what is going on. Don't let your employer get away with an unfair act. It hurts everyone when a wronged member refuses to file a grievance. Don't expect your rep to do all of the fighting for you. They can't do their job unless rank and file members do theirs. Start by filing a grievance and collecting as much supporting information as you can to fight it right. If you want to protect your working conditions and your jobs, you have to get involved, you have to be willing to file grievances. Sitting around and talking about it doesn't get the job done.

I have a message for all of the spouses too. Your support is just as important. Take pride in being part of the Teamster family by getting involved. And from the bottom of my heart, I want to thank some of the members of Local 604 for the support they have given my husband and the other reps. Together, we can hold our heads up high and be proud Teamsters.

Darlene Smith
Local 604 spouse
St. Louis

'Old-Timer' on WCT PEER 80 Pension

I am an "old-timer." Not in my eyes, but in the eyes of Teamster Local 137 business agent Gerry Flanigan.

I am 45 years young and have been a Teamster and an employee of United Parcel Service for 24 years.

On March 16, Gerry Flanigan came to UPS to present the Western Conference PEER 80 retirement pro-

gram. PEER 80 enables employees to retire when they have reached a combination of age and years of service equal to 80 years. This all sounds well and good, but the program would be funded by funds deducted from our present retirement program. In essence, the "old-timers" would be funding an early retirement for the younger members.

Brother Flanigan explained that we would all be receiving a ballot to vote on this issue. He told the members, "I cannot tell you how to vote, but you might consider this an incentive to get rid of these old-timers around here and get some more young guys."

Brother Flanigan, we "old-timers" are the ones who have kept this union going and growing. These "younger guys" are working for the benefits we have fought for and won over the years.

Despite Flanigan's judgmental and discriminatory remarks, we "old-timers" stand firmly behind this union and feel that our Local 137 officers should show us the respect that we have earned and rightfully deserve.

Chris Wickizer
Local 137, UPS
Redding, Calif.

Speak Up Against Discrimination

This letter is in support of minorities, women and their allies.

Through public awareness and education, we need to eliminate all types of discrimination and racism. As union brothers and sisters this should be a priority and responsibility we all commit to.

We've all, at one time or another, heard a racist remark or joke, a sexist remark, or seen an incident of sexual harassment. Do you know that silence makes you part of the problem?

If you are the person making the remark or the person listening and laughing, you are not saying anything about the particular group or person you are targetting. But you are saying a lot about yourself.

If you are a silent participant in this behavior, have you ever thought that your silence sends a very clear message that this type of behavior is acceptable? Being silent not only promotes but perpetuates this behavior. If there were no ears to listen, where would the lips flap?

Make a total commitment today to no longer be silent. Speak up and let it be known that you do not support, encourage nor condone racism and discrimination of any kind. Then take your ears and walk away. Your actions will educate someone.

Be part of the solution. You will be telling others a lot about yourself.

Carol Rizzo
Local 127, Mass. Turnpike
Boston

Invest in Your Future

I am retired now receiving a good pension from the Teamsters. I thank TDU for the help and support I received over the years. And I say to anyone who has not joined TDU, please do so. It is the best investment you can make for your future.

Earl Wymer
Local 175, retired
Nitro, W. Va.

More Coverage for Clerical Teamsters

I wish you would have more in *Convoy Dispatch* relative to women Teamsters, and clerical workers in particular. We are generally underpaid, poorly organized and highly stressed workers who need to hear about what other clericals are doing

to come together.

A note on the IBT Women's Conference: our local hosted it, and not one woman in our local was notified!

Jane Averill
Local 743, University of Chicago
Chicago

Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

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Call or write TDU today to order your bundle.

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TDU Meets

ARIZONA

Saturday, May 21
3 p.m.
9043 N. 36 Dr.
Phoenix

ATLANTA

Saturday, June 12
7:30 p.m.
Forest Park Recreation Center
803 Forest Pkwy.
Forest Park, Ga.

EAST BAY, CALIF.

Saturday, May 21
10 a.m.
For information call (510) 653-3865

E. MASS./R.I.

Saturday, May 14
10 a.m.
Mansfield VFW Post
88 Chilson, off Rt. 106
Mansfield, Mass.

MICHIGAN

Sunday, May 15
11 a.m.
American Legion Hall
3200 Lansing Ave.
Jackson, Mich.

SOUTHERN CALIFORNIA

Sunday, June 5
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Cal.

TWIN CITIES

Sunday, May 22
1:30 p.m.
Broadway Pizza
Broadway & W. River Rd.
Minneapolis

WESTERN MASS.

Sunday, May 15
1 p.m.
Holiday Inn
Off I-91 at exit 15
Holyoke, Mass.

TDU Cookbook Coming Soon

Thanks to all the members who contributed recipes, the TDU Cookbook is at the printer.

The cookbook began at the 1993 TDU Convention Spouse Workshop as a fundraising project for TDU.

Cookbooks will cost \$7.99 each, shipping and handling included. Orders will be filled as soon as the books are printed.

So start your holiday shopping early this year!

Send your order, along with complete name and address, to:

Frieda Burgan
9043 N. 36th Dr.
Phoenix, Az. 85051

(Checks should be written to TDU.)



TDU's Accomplishments Grow

TDU is the movement of Teamsters working together to build a stronger and more democratic Teamsters union. We are proud of what we've achieved. And we have a long way to go.

- **Right to Vote for International Officers and Convention Delegates.** We won this right in 1989. In 1996 we will elect delegates from every local, and our International officers, under impartial supervision, thanks to TDU.
- **Right to Vote on Supplements to National Contracts.** Another right that TDU developed, authored, and won.
- **Pension Rights.** It was TDU who produced the actuarial studies proving that our pensions could be improved, and fought in court for our pension rights.
- **Reforming Local Unions.** It is TDU that is spear-

heading reform of local union bylaws, and working to bring new leadership into our union at all levels.

- **Innocent Till Proven Guilty.** We pioneered it, and now the IBT has won it in the UPS and freight contracts.
- **Abolishing the Area Conferences.** Ron Carey has moved this reform, which we have long called for, and TDU is mobilizing support and working to help achieve it.

There are powerful officials inside our union who are out to defeat and roll back every reform we've won. They want to take away your Right to Vote and destroy our democratic rights. And they have millions of dollars to use to achieve their goals.

The price of freedom is eternal vigilance. TDU is working for you, but is only as strong as the Teamsters who join us.

If you are glad TDU is there to protect our rights and win new rights, join TDU today. You will be a part of making Teamster history.



JOIN TDU

If you share our vision for the future of our union,
do your part and join today.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

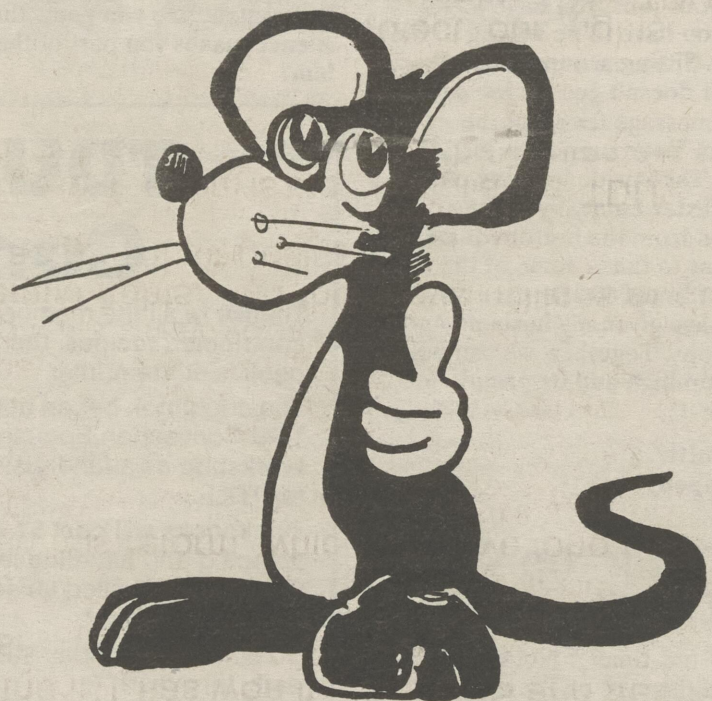
☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.



BEAT THE FAT CATS
Join TDU!